

May 2005
Employee Newsletter



Advocate

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Getting
their
just
desserts
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Recent legislation benefits ADC units, staff



Above: Kay C. Durnett, right, executive director of the Arkansas State Employees' Association, talks to ADC staff members about new legislation during a May 5 presentation.

The Arkansas Department of Correction fared well during the recent legislative session, said ADC Public Information Officer Dina Tyler.

"We should get enough funding to open all the new beds, the last 316 at Malvern and the 200 women's beds at Wrightsville," she said.

The department also received funding to begin building an 850-bed Special Needs Unit at the Ouachita River facility and a 200-bed addition at the McPherson Unit, Tyler said.

Plans also call for adding 56 mental health posi-

tions.

Others changes approved by lawmakers include making the smuggling of cell phones into a correctional facility a Class B felony.

Legislators also expanded the customer base for Arkansas Correctional Industries. **Act 1182** allows employees of state agencies and institutions to purchase goods produced by the ACI. Goods purchased by employees shall be for personal use only and not for resale.

On May 5, the Arkansas State Employees' Association presented an overview of legislative actions that will affect state employees to ADC staff members.

During the presentation at the Administrative Annex East Building, ASEA Executive Director Kay C. Durnett gave some highlights:

ACT 2198 establishes the July 1, 2005 and July 1, 2006 pay plan and authorized a cost of living (COLA) adjustment each year of the biennium.

Salary of \$20,000 or less: \$600 annual increase.

Salary of more than \$20,000 but less than \$50,000: \$600 plus 3 % on the amount of salary that exceeds \$20,000.

Salary of more than \$50,000 but less than \$90,000: \$1,500 plus 1.9 % on the amount of salary that exceeds \$50,000.

Salary of more than \$90,000: \$2,260 plus 1.5 % on the amount of salary that exceeds \$90,000.

ACT 1021 allows Public Employees Retirement System members to purchase credited service for out-of-state or local governmental service if 1) all out-of-state service is not military; and the member has five years credited service; and the service to be purchased cannot be used to provide any other benefit.

ACT 1033 changes the name of the Post Prison Transfer Board to the Parole Board.

ACT 724 establishes the Healthy Employee Lifestyle Program (HELP). (See page 10 for details).

Director's Corner



Larry Norris
ADC Director

A few weeks ago, I had the pleasure of attending the finals of the agency's Emergency Response Team competition. They were held at the Cummins Unit, and let me tell you the competition was fierce. There wasn't a weak team on the field. All of them were topnotch teams and all of them could have walked off with the championship. Like they say in the golf com-

mercials, these guys are good!

Some of the ERT contests focused on strength, others on skill. There were officers of all ages doing sit-ups while holding what looked like a telephone pole. Even on a good day, that would be tough to do. Teams also climbed a ladder suspended in air by ropes. And, in a dramatic scenario, I watched hostage rescues by teams of officers with sweeping movements made almost in unison. One team. One purpose. One fine result.

As you read in last month's newsletter, the North Central Unit won the competition again. That's three in a row for the officers from Calico Rock. No matter what the competition, a "three-peat" is an amazing accomplishment. It was a solid win,

but not an easy one. Because nipping at North Central's heels were the Newport Complex, the Maximum Security Unit and the Pine Bluff Unit. Like I said earlier, the competition was fierce. Whether they were a part of the final four or not, every single member of the agency's Emergency Response Teams is a winner, and I am extremely proud of them.

When something goes wrong, these teams are called upon to restore the good order of our institutions. Maybe it's a cell extraction, a work stoppage, or a group of inmates acting out and acting up. Whatever is happening, we look to the ERTs to help set things right. They are highly skilled, highly trained and very dedicated the ADC mission. The days of flying by the seat of our

pants are long gone in Arkansas corrections. Now we have carefully crafted emergency plans that we can soar through with precision and accuracy.

Much of our success rests squarely on the shoulders of the Emergency Response Teams. They make our institutions safer and more secure. To those officers who are already members, I say thank you for a job well done. And to all the officers who would like to be a part of these elite squads, I encourage you to get involved. Who knows, maybe next year you'll be there when the North Central Unit goes for its fourth title. Maybe you'll help them defend it. Or perhaps you'll help take it away. Either way is fine by me. I just want to see you there.

Backup of female inmates in county jails reaches record numbers

During much of May, the backup of inmates in county jail rose at an amazing pace, reaching an average of about 220 for females and 230 for males.

For example, on May 16 226 males were locked up in county jails compared to 221 females.

But for the first time ever, the number of women in county jail backup actually surpassed the number of men.

On May 17, there were 220 women and 215 men in county jail backup.

By month's end, the numbers stood at highs of 222 for women and 276 for men.

Several initiatives are expected to help ease the situation including the Emergency Powers Act which allows for early release of inmates from prison. The new Omega Technical Violator Program at Malvern, operated by the Department of Community Correction, is expected help free up bed space in prisons by eventually housing up to

300 parolees who have violated conditions of their release.

In addition, lawmakers approved a package of bills aimed at easing prison growth. The bills were sponsored by Senator Jim Luker and Representatives Will Bond and David Johnson.

Two measures allow for the creation of halfway houses so that certain inmates can be released early. Another authorizes the ADC to

County Jail Backup	
Females	Males
222	276
High for May 2005	

grant some good time to methamphetamine offenders sentenced under the state's 70 percent law. This legislation takes effect in August, along with a new law that allows additional good time awards for completion of a GED, substance abuse treatment and vocational tech.

ADC's 2nd Annual Health Fair provides assessments, information

Arkansas Department of Correction employees participated in a variety of assessments and collected information to help improve their health at the ADC 2nd Annual Health Fair May 18.

The free educational event was held at the Administrative Annex East Building in Pine Bluff.

Cholesterol, blood pressure, diabetes and anemia assessments were done. Eye exams and Body Mass Index results were also available.

BMI is used by health professionals to estimate a person's risk for chronic disease.

Active employee involvement and participation of knowledgeable staff from Healthworks, Jefferson Comprehensive Care, American Red Cross, McFarland Eye Centers, Corphealth, the American Heart Association, the American Diabetes Association and Curves for Women made the fair a success.



Above: Sgt. Michael Dean, right, Cummins Unit, gets his cholesterol and glucose levels checked.



Above: Betty Lewis, right, Accounting, discusses the results of her health assessments with a Jefferson Comprehensive Care staff member during the ADC 2nd Annual Health Fair.

Factories to be built at Newport Complex for work release program New Mental Health Building is also underway

Two factories will be built at the Grimes and McPherson units for use by the new private sector Prison Industry Enhancement Certification Program or PIE.

The operation, which will initially employ 20 inmates, will make wiring harnesses for medical equipment and equipment that will be used for airport security.

The program is expected to eventually employ 80 to 90 inmates.

"Though this program is in quite a few states, this is the first time that it has been introduced in Arkansas," said Jerry Campbell, Industry Administrator.

"Inmates will be paid the prevailing wage for these jobs, but must pay all federal, state, and local taxes. Additionally they must send money to those whom they are supporting, donate to the Crime Victims' Compensation Fund (not court-ordered restitution), save some money and pay court ordered child support," he said.

Warden John Maples said the PIE program will be a win-win for the inmate population and for ADC.

"It is basically an in-house work release project," he said.

"The only difference with our Work Release Centers is that the inmates do not leave the compound."

Possibly qualifying for the program will serve as an incentive for the inmates to comply with policy and procedures, he said.

Construction should be complete at the McPherson Unit building by July 2005. The Grimes building should be completed by the end of the year, said David Cruseturner, assistant director of Construction and Maintenance.

Constructed with inmate labor, each building will have 21,600 square feet.

Meanwhile, the new Mental Health Building is nearing completion at the complex.



Above: Work has begun on one of the manufacturing facilities that will employ work release inmates at the Newport Complex. Right: The new Mental Health Building is almost complete at the complex.

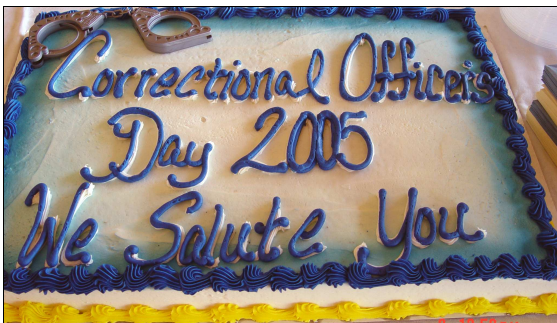


Celebrating Correctional Officers' Week

Units across the Arkansas Department of Correction celebrated Correctional Officers' Week, May 2-6, with a variety of meals for various shifts. In many cases, Nurses Week was also celebrated and medical services staff were recognized.

Pancakes, eggs, sausage, barbeque, catfish, pizza and sub sandwiches were just some of the items on breakfast, lunch and dinner menus at the units.

Thanks to all of our correctional workers for their dedication and hard work!



The cake above was one of two served during the May 3 celebration at the Pine Bluff Unit.



Above: ADC staff members enjoyed catfish and all the trimmings while listening to the guest speaker, ADC School District Superintendent Charles Allen, at the Pine Bluff Unit May 3.



Above: ADC staff member Susan Kleiner, left, serves eggs to Sgt. Carolyn Bolden during a breakfast at Central Office on May 6.



Above: Pine Bluff Unit correctional officers Curl Carroll and Leo Murray were honored for 30 years of service.

Below left to right: Pine Bluff Unit staff with 10 years of state service - Nedenia Blair, Robert Pierce, Betty Anderson, Gerald Jemerson and Lisa Walker.



Mississippi County Work Release Center celebrates 30th Anniversary

During its May 4 Correctional Officers' Appreciation, the Mississippi County Work Release Center also celebrated its 30th Anniversary.

Originally designated as Blytheville Work Release Center and later changed, the MCWRC opened in 1975 with 30 beds, said Center Supervisor Joe Porchia. In 1982, the Regional Maintenance Program was added with an additional 20 beds. This program was expanded in 1983,

which increased the inmate count to 71.

In 1999, the County Sheriff Department built a new facility and the MCWRC took possession of the existing property. The administration building and the jail were renovated.

"We now have the capacity to house 121 inmates," Porchia told the staff and guests from the community attending a barbecue on the center's



MCWRC Supervisor Joe Porchia

grounds.

"Currently, we have 46 Work Release Inmates. The Regional Maintenance turnout each day is 40 inmates," he

said.

Porchia also told the crowd that the center scored 100 percent on mandatory and 100 percent on non-mandatory standards during a recent audit by the American Correctional Association.

It is only the third time in ADC history that this accomplishment has been achieved, he said, adding that he is very proud of his staff.

"It was definitely a team effort," Porchia said.

Food, Fellowship and Honors



Above: Mississippi County Work Release Center staff members V. Cash, in profile far right, and C. Day watch ADC staff members and guests serve themselves at a tasty buffet-style barbecue May 4 at the center.



Above, clockwise from left to right: Sgt. E. Duncan, of Central Transportation, Cpl. Kay Wade, of Central Office, and Sgt. T. James of Central Transportation enjoy a specially prepared May 6 breakfast at Central Office.



Above: Central Office staff/Employee Corporation members Stephen Williams, John Kleiner, Carl Dyer, Shirley Lowe and Jane Manning cook up a delicious breakfast May 6. Below: Mississippi County Work Release Center staff members honored front row, left to right: W. Lucius, V. Cash, C. Day, K. Crocker, and P. Robinson. Back row: J. McCain, S. Taylor, A. Rodgers, W. Nichols, K. Capaul, S. Pirson, M. Mosley, M. White and C. Beaird.



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Right: Cpl. Verneal Braden of the North Central Unit enjoys a pizza slice during the unit's Correctional Officers' Celebration.



Above, left to right: Pine Bluff Unit staff members honored for 5 years of service - Betty Danage, Caussaundra Anderson, Latrina Rayford, Lesa Haynes and Clementine Murphy.



Above left to right: Pine Bluff Unit staff members recognized for 3 years of service— Sean Phillips, Mary Reynolds, Mae Morris and Vickie Taylor.

North Central shines at Folk Festival, Pioneer Day parades

The field, building and administrative staff of the North Central Unit represented the Arkansas Department of Correction in two parades in April and May.

On April 16 in Mountain View, unit staff participated in the Folk Festival Parade—one of the largest conducted in the area.

NCU staff members also participated in the Pioneer Day Parade at Melbourne on May 7.

Right: Sgt. Lyndal Cooper (Arkansas flag) on Lucky; Sgt. David Smithson (American flag) on Magnum; Sgt. Mike Barger (ADC flag) on Yellow John and shotgun rider Bruce Sanders on Peanut at the Folk Festival Parade in April.



Left: Parade goers watch as then NCU Warden Fred Campbell portrays a prisoner aboard a mule-drawn patty wagon driven by Scott Beauregard. The 'prisoner escort security' is provided by ADC officers Robert Cook and David Foster.

Department Briefs

The North Central Unit received 100 percent on mandatory and 98.6 percent on non-mandatory standards during its American Correctional Association audit in May.

ACA audit scores achieved by **Delta Regional Unit** in April were 100 percent for mandatory and 98.8 percent for non-mandatory standards.

Congratulations to these two units on a fantastic job!

Basic Correctional Officers' Training Class 2005-E began on Feb. 28, 2005 with 44 students and 32 graduated on April 8.

BCOT Class 2005-F

began on March 14 with 24 students and 14 graduated on April 22.

Way to go and welcome to the ADC family!

Congratulations to **Industry Administrator Jerry Campbell** who was recently sworn in as a board member of the National Correctional Industries Association. He is the current chair of the regional Industry Association.

Congratulations also go to **Stephen Williams**, assistant to the director, for making the dean's list at Kaplan University where he

is pursuing a bachelor's degree in Criminal Justice with an emphasis on Corrections.

Phase III of the **Ouachita River Unit** is expected to open the first week in August. The addition will add 74 positions. Hiring starts in June.

Each year, the **Correctional Peace Officers Foundation** holds a memorial service honoring officers killed in the line of duty.

This year's service is set for June 24 in Portland, OR.

ADC along with the U.S. Deputy Warden's Association provides bags of toys to family members of the fallen officers.

"This year, we're preparing for 40 kids," said ADC Human Resources Administrator Kevin Murphy, who is also US-DWA executive director.

Created in 1984, CPOF supports and assists the survivors of a slain correctional officer and promotes a positive image of the profession. It also assists correctional officers and/or their families in times of emergency or other critical need.

Employee Spotlight: Randy Rodgers

“You must be an effective communicator when dealing with that many peo-

In the job we do, it is especially important to be able to keep up."

The Hot Springs resident
said one of the biggest



“Even on work days, I try to

(see related story, page 8)

Recipe Roundup



ADC's Biggest Losers are Big Winners in exercise and eating healthy



The ADC Advocate put out the call and ADC staff members answered. We asked units to tell us about their Biggest Losers—people who have lost a significant amount of weight over the last year or so.

We found that ADC's Biggest Losers are Big Winners in exercise and eating right. Some of them shared how they shed some pounds and got on the path to a healthier life.

**Sgt. Randy Rodgers,
Ouachita River Unit**

BEFORE



AFTER



In April 2004, weighing nearly 350 pounds (an estimate because his scale didn't go beyond 299), Randy Rodgers started to change his life.

"At first I cut back on soda and snack foods and began doing weights four days a week..." Rodgers said.

He read about health and nutrition, ate lean meats such as chicken breast and turkey breast, and stayed away from sugar.

"I cut out fast food completely," Rodgers said.

By November 2004, his weight had dropped to 250 pounds. He developed a menu of 2,000 calories a day based on a diet in a health magazine and added other forms of cardio exercise. Rodgers eventually lost 158 pounds—reaching a weight of 192.

"I no longer consider myself on a diet but that I simply changed my eating style for life. I have found that I enjoy eating healthy and being in better shape," he said.

Rodgers eventually wants to get down to 170 pounds and he hopes to achieve that goal by mid-summer.

(see related story, page 7)

**Sgt. Daren Bolen,
Maximum Security Unit**

BEFORE



AFTER



Tired of being overweight, Daren Bolen took action and eventually lost 35 pounds.

Bolen requested and was accepted to be on the KATV 12-week workout. He went to the gym four days a week from December to March.

"I ate more common sense foods—baked instead of fried, fruit and veggies instead of candy and I stopped the sugary drinks."

Bolen also drank lots of water and ate six small "smart" meals a day.

"I lost 35 pounds and 15 percent body fat and 6 inches off my waist," he said. "Even though the program is over, I'm not. I'm still striving to get even fitter."

**How'd
They
Lose
It?**



**Tonette Cartwright,
North Central Unit**



In 18 months, Tonette Cartwright lost 120 pounds. She stopped eating out a lot, cut out sugar and watched her carbohydrates.

"Most importantly, I began spending 1 to 2 hours at the gym 5 to 7 days a week," Cartwright said.

"If you do anything consistently for 21 days it becomes a habit, and for me, this was definitely true. I noticed as I began working out, my outlook on food was different and I started thinking of the calories I would have to burn if I choose to eat a high calorie food..." she said.

Cartwright said her dedication paid off.

"I have lost 10 sizes in my clothes and I feel like a different person. I have 50 to 70 pounds still to lose and I hope to take that off this year," she said, adding that she's a good example of what someone can do when they decide to become committed.

"I believe that anyone who sets their mind toward any goal, remains focused and is willing to sacrifice will be able to change their life in not only the area of weight loss but in all areas," Cartwright said.

Staffers say changing lifestyle, mindset can lead to weight loss

Liz Drennan,
North Central Unit



Jane Manning,
Central Office



Leslie Bearden,
Admin. East



Robert Mull,
East Arkansas
Regional Unit



Liz Drennan lost 25 pounds while Jane Manning lost 30, separately, by using Weight Watchers®. "It teaches you to eat right, drink plenty of water and to exercise. I walk," Drennan said. Participants pay a weekly fee, keep a record of the results and get peer support. They share what worked for them and different recipes or ways to prepare food.

"I met my goals and I no longer attend the meetings but I still want to lose another 10 to 15 pounds," Drennan said, adding that she looks better in her clothes and feels better about herself.

Jane Manning said she feels great and calls the program "the healthy way to go."

It's all about watching what you eat, eating small portions and reading the labels of what you're eating, she said.

"You figure your calories, fat grams and dietary fiber on what you eat per portion," Manning said. "It is amazing how many points are in a fast food burger."

In addition to watching what she eats, Manning said she walks 2 miles a day.

In the past year, Leslie Bearden has lost about 70 pounds. She did it by exercising and changing the way she eats.

"I cut way back on sweets - sweets are my weakness," she said. "I get on the treadmill, do sit-ups and leg lifts every night."

Bearden said dropping weight from your body has a lot to do with your head.

"I set my mind to do it," she said. "It's not easy. I just set my mind to it and went with it."

The results? "I feel great."

In recent months, Robert Mull has lost about 30 pounds. He admits it wasn't easy. But, he said he was tired of looking down and not being able to see his feet.

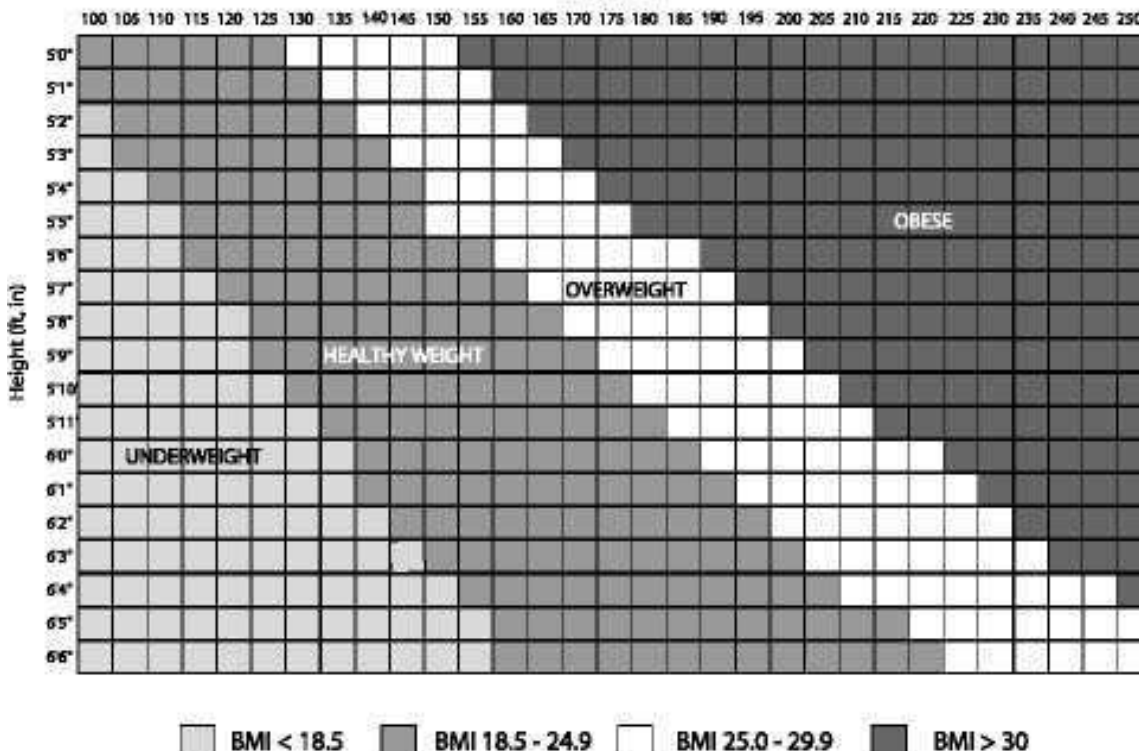
"I decided I needed to do something," Mull said. He lost weight by "kicking back from the table, eating smaller portions and eating less junk food."

Walking about 4 miles a day also helped.

"It's all in the mind," he said. "It's a matter of mind over matter. Once you get used to it, you want to keep it down."

Body Mass Index Chart, Adults 20 and Over

Weight (lbs)



Body Mass Index is a tool which uses height and weight to gauge a person's risk for chronic disease. A BMI:

- between 20 and 22 means you have the ideal amount of body fat, which is associated with living longest and the lowest incidence of disease.
- between 22 and 25 is acceptable and associated with good health.
- between 25 and 30 means you are considered overweight and should find ways to lose weight through exercise and diet.
- more than 30 indicates an unhealthy condition which can put you at risk for heart disease, stroke, diabetes, high blood pressure and some cancers. Changing your diet and exercise behaviors can help.

Health Matters

Program to offer incentives for better employee health

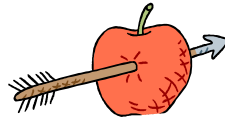
ACT 724 of 2005 establishes the Healthy Employee Lifestyle Program (HELP).

The goal is to provide incentives for the improvement of state employee health; to provide leave for full-time employees who participate in the HELP initiative and to provide areas for walking exercise at state agency facilities.

At the discretion of each agency director, a state employee may be granted paid leave of up to three days per calendar year for satisfactory compliance with the program.

Regarding the act, ADC Human Resources Administrator Kevin Murphy said, "We're waiting on OPM (Office of Personnel Management) to formulate the policy as well as the results from the Department of Health (and the Department of Human Services pilot program)."

CLIP class targets health, wellness & nutrition



The numbers tell the story: employees are interested in improving their fitness and well-being.

About 157 people have signed up to take the Health, Wellness and Nutrition class being offered as a Career Ladder Incentive Program certification course, said Human Resources Administrator Kevin Murphy.

The class is 40 hours.

Information will be provided by a registered dietitian.

"It's going to be heavy on nutrition-

- how to eat right and how to identify healthy foods," Murphy said.

The class will help equip employees with knowledge to improve their health, he said.

For example, participants can learn about what the numbers mean when they're getting their cholesterol or blood pressure checked. They will also learn about how their diet can affect those numbers.

"It's exciting," Murphy said. "I look forward to it because you learn so much."

June 14-20 marks National Men's Health Week



According to the Centers for Disease Control and Prevention, women are 100 percent more likely to visit the doctor for annual examinations and preventive service than men.

Learn about preventable health problems and treatment of disease for men and boys. Visit: www.menshealthweek.org for more information.

ADC's Tucker Unit, ACI & CMS show what they have to offer at business expo



Above: ACI Sales Manager Steve Edwards discusses merchandise with Judi Norton, of the Economic Development Alliance of Jefferson County, at the 2005 Business Expo.

The Arkansas Department of Correction's Tucker Unit, Arkansas Correctional Industries, and Correctional Medical Services were represented at the 2005 Business Expo held May 5 at the Pine Bluff Convention Center.

Did you know that ADC staff can buy items from ACI?

For details, visit <http://www.acicatalog.com>



Above: Tracey Spadoni, seated right, of the Tucker Unit talks with expo visitors about job opportunities at the unit. Correctional Medical Services had a neighboring booth where CMS staff member Donna Stone provided information to visitors.

'Duck pond', fountains grace entrances at some ADC units



Above: The North Central Unit now has a front entrance 'duck pond' complete with little yellow ducklings. The area is designated a "NO DUCK HUNTING ZONE."



Above: An array of green plants and a fountain welcomes visitors to the Pine Bluff Unit.

"Achievement is largely the product of steadily raising one's levels of aspiration and expectation."

- Jack Nicklaus



Left: Multi-colored stones, shrubs, flowers and a fountain mark the entrance to the Wrightsville Unit.

ADC officer shares first place honor at bass tournament



For one ADC officer, the number seven was indeed lucky.

Cameron Wood of the Grimes Unit and his fishing

buddy Kerwin Bishop won first place at the 2005 Bass Tournament hosted by the Arkansas Police Olympics. The duo earned the top spot and \$500 each by reeling in seven fish weighing 13.78 pounds at the contest held April 26 at Greers Ferry Lake.

The team also won the Big Bass category with a fish weighing 5.53 pounds.

It was a windy day and the fishing was tough with only 10 of the 19 teams weighing in.

A team from the Little Rock Police Department won second place with six fish weighing 7.63.

A team from the Sheridan Police Department finished third with three fish weighing 6.54 pounds.



Bees busy helping garden grow at Newport



Above: ADC Agricultural Administrator James Bost recently headed to the Newport Complex with a truckload of bees. The buzzing insects are known for making honey but Bost says they're also beneficial in pollinating plants, thus helping gardens grow. These bees will produce honey and help the melons and other plants in a 15-acre garden at Newport.



Co-workers welcome Chaplain Wheeler back from Iraq



Above: Cummins' Senior Chaplain Mark Wheeler chats with Chaplain Norma Gillom during a April 18 reception at the Cummins Chapel Education Building. Co-workers welcomed Wheeler back after he served 18 months in Iraq.



Above James Wessell (center), a chaplain at Varner, prepares to return the Cummins chapel keys to Wheeler, (rear), as then-Cummins Assist. Warden Randall Manus (now assistant warden at Pine Bluff), Volunteer Chaplain Lincoln Clardy and Cummins Warden Gaylon Lay look on.

ADC chaplains from various units gathered at the Cummins Unit April 18 to welcome Senior Chaplain Mark Wheeler home from Iraq. Wheeler served with the Arkansas 39th Brigade Support Bat-

talion in Taji, Iraq for 18 months.

"My focus was ministering—just like it is here," he said.

As a chaplain's assistant, Wheeler did a lot of listening and offered support to soldiers in anywhere that he could.

Wheeler said he believes in what the military is doing in Iraq.

"I believe we were doing a good thing," he said. "It's hard, it's something we don't like to do and it's not easy to do."

Wheeler said so much good is being done that never gets reported.

The pastor of South Pinewood Baptist Church on U.S. 79 South said serving his country is something that he will treasure for the rest of his life. While in Iraq he worked with another chaplain to reach out to soldiers.

"I think, overall, most of the guys and girls were satisfied we did a good job while we were there and we take a sense of pride in that," he said.

Wheeler also said he's thankful for all the prayers.



Governor's Service Awards

Retirement:

Margaret A. Jacks, 8 years and three months, Industry-Cummins Unit

P0 Years:

Royd J. Green, Maximum Security Unit
Ruth D. Hall, Wrightsville Unit

10 Years:

William J. Hearn Jr., Maximum Security Unit
Connie L. Simmons, Diagnostic Unit
Wanda K. Freeman, Tucker Unit
Roberta M. Daniels, JCJ/CF
Michael Duvall, Ouachita River Unit
Terence V. Freeman, JCJ/CF
Robert L. Pierce, Pine Bluff Unit
Deborah R. Turner, Tucker Unit

*Congratulations!
Your years of service are appreciated.*

ADC's Red Ribbon Run Scholarship Committee picks recipients of \$500 awards



Above: **Franchesca Parker**, left, daughter of Bobby (Delta Unit) and Eather Parker is congratulated on her achievement during a ceremony at her school.

Below: **Kelsey L. Spurlock**, left, daughter of ADC employees Tommy and Theresa Spurlock, is congratulated by Scholarship Committee Secretary Shirley Lowe.



Above: **Jamie Bell**, center, daughter of Keith, right, (Tucker Farm Manager) and Lisa Bell, is congratulated on her award by Tucker Warden Marvin Evans.

Below: **Bradley Wright**, right, son of Andrew and Lisa Wright (Varner School Dist.) is congratulated by Varner Warden Grant Harris upon winning a scholarship.



ADC Promotions and New Hires— April

Promotions

4/03/05	Annie Roberts	Sergeant – Max
4/03/05	Willis London II	Sergeant – Max
4/04/04	Eddie Holcomb	PIE Manager – Industry
4/04/05	Michael Price	Sergeant – Grimes
4/10/05	Dexter Payne	Captain – Tucker
4/10/05	Hazel Pruitt	Sergeant – Cummins
4/10/05	Melvin Scoggins	Sergeant – Grimes
4/10/05	Andre Trotter	Sergeant – Cummins
4/10/05	Diamas Williams	Sergeant – JCJ/CF
4/11/05	Mark Bundy	Sergeant – Grimes
4/11/05	Lenny Burton	Administrative Assistant I – Grimes
4/11/05	ShaRhonda Johnson	Secretary 1 – Tucker
4/11/05	Robbie Mabry	Correctional Counselor – North Central
4/11/05	Leslie Zomant	Sergeant – McPherson
4/18/05	Lillian Ratcliff	Secretary I – Human Resources
4/18/05	Barbara Smallwood	Business Manager – Varner
4/18/05	Gary Musselwhite	Captain – JCJ/JF
4/24/05	Tasha Clark	Sergeant – JCJ/JF
4/25/05	Rosalind Davis	Food Production Manager – Cummins
4/25/05	James McIntosh	Unit Trainer – Wrightsville
4/27/05	Melanie Neal	Sergeant – Diagnostic
4/27/05	Lloyd Pace	Lieutenant – Cummins

New Hires

4/04/05	Shawn Mason	Recreational Activity Leader Supervisor – Grimes
4/18/05	Scott Mabry	Substance Abuse Program Leader – Wrightsville
4/18/05	Berna Thomas	Program Coordinator – Varner Supermax
4/25/05	Sharon Davis-Foots	Program Coordinator – Varner
4/25/05	Terry Henthorne	Industrial Supervisor – Wrightsville
4/25/05	Judy Wright	Document Examiner I – Tucker
4/26/05	Debora Hill	Document Examiner I – MAX
4/26 /05	Leslie Hubbard	Clerical Assistant – Diagnostic

Congratulations!

ADC TRAINING

JUNE TRAINING SCHEDULE

Date	Title	Time	Length	Location
2	Fair Labor Standards Act	8 a.m.	4 hrs.	HR
2	Internet Researching and Email	8:30 a.m.	7 hrs.	LR (CJI)
3	Intro. to Computers/Internet Navigation	8 a.m.	6 hrs.	HR Lab
3	Interpersonal Communication	9 a.m.	6 hrs.	LR (Inter-Agency)
3	Structured Interviewing	8 a.m.	4 hrs.	HR
6-7	Management Effectiveness	8 a.m.	16 hrs.	TA
6-10	New Riders Class	8 a.m.	40 hrs.	Wrightsville
8	Change Changes You	8 a.m.	4 hrs.	TA
8	Administering Discipline	8 a.m.	4 hrs.	TA
8-9	Intro. to Management	8 a.m.	16 hrs.	TA
9	Race Relations/Cultural Diversity	8 a.m.	4 hrs.	TA
9	Grievance Prevention & Handling	8 a.m.	5 hrs.	HR
10	Administering Discipline	8 a.m.	4 hrs.	Cummins
13	Leadership, Security & Body Language	8 a.m.	4 hrs.	TA
13	Managing Multi-Generational Workforce	8 a.m.	8 hrs.	Cummins
13-17	Correctional Security for Non-Security	8 a.m.	40 hrs.	TA
13-17	New Riders Class	8 a.m.	40 hrs.	Wrightsville
14	Gangs/Security Threat Groups	8 a.m.	4 hrs.	TA
14	Performance Evaluation	8 a.m.	4 hrs.	Cummins
14	Structured Interviewing	12:30 p.m.	4 hrs.	Cummins
14	Grievance Prevention & Handling	9 a.m.	7 hrs.	LR (Inter-Agency)
15	Roadmap to Success	8 a.m.	8 hrs.	Cummins
16	Interpersonal Communication	8 a.m.	8 hrs.	Cummins
16	Stress Management	8 a.m.	6 hrs.	LR (Inter-Agency)
16-17	The Human Element	8:30 a.m.	14 hrs.	LR (Inter-Agency)
17	Inmate Grievances	8 a.m.	4 hrs.	HR
20-21	Intro. to Management	8 a.m.	16 hrs.	Cummins
20-24	Chaplain Certification	8 a.m.	40 hrs.	TA
21	Written Business Communication	9 a.m.	6 hrs.	LR (Inter-Agency)
22	Telephone Skills	9 a.m.	6 hrs.	LR (Inter-Agency)
22	17 Laws of Teamwork	8 a.m.	4 hrs.	HR
22-23	Management Effectiveness	8 a.m.	16 hrs.	Cummins
27	Race Relations/Cultural Diversity	8 a.m.	4 hrs.	Cummins
27-28	Transition to a Supervisor	8 a.m.	16 hrs.	TA
28	Sexual Harassment/Misconduct	8 a.m.	5 hrs.	Cummins
28-30	Using Microsoft Access	8:30 a.m.	21 hrs.	LR (CJI)
28-29	Public Speaking	8 a.m.	16 hrs.	HR
29	Field Training Officer	8 a.m.	8 hrs.	Cummins

OPEN ENROLLMENT

Internet-Based e-Learning Classes.

Classes provided by National Institute of Corrections

Contact your unit trainer for information

The following open enrollment, Inter-Agency classes vary in length:

Who Moved My Cheese (Little Rock)

Emotional Intelligence

FISH

Dealing with Difficult People

Give 'Em The Pickle

Defensive Driving

Train the Trainer

CPR

Presenting Testimony



Career news to use

CLIP II bonuses to be paid out before June 30

The end of the year for Career Ladder Incentive Program II has been completed and the chief fiscal officer for the state of Arkansas has established bonus rates for those who have successfully completed all requirements of their CLIP criteria.

Those employees who have completed all requirements and received an "above average" performance evaluation, will receive a 2 percent bonus. Those employees who completed all requirements and received an "exceed standards" performance evaluation, will receive a 4 percent bonus.

All bonus payments will be made with those employees' regular bi-weekly salary before the end of the fiscal year (June 30).

A total of \$912,000 is expected to be paid out in CLIP II bonuses.

New contributory retirement program launched

ACT 2084 of 2005 established a new contributory program that requires new members to contribute to the retirement system if hired after July 1, 2005.

All Arkansas Public Employees Retirement System members employed before July 1, 2005, have 6 months to elect coverage under the contributory program (starting July 1). The deadline to elect to be contributory is December 31, 2005.

If a member is already, and chooses to remain contributory, the member does nothing. Their retirement plan and benefit options remain the same. APERS members hired on or after July 1, 2005, do not have a choice. They will automatically be enrolled in the contributory program.

Members participation in the contributory program contribute 5 percent of their annual compensation, pre-tax (taxes are deferred).

The member will only pay taxes on the contributions when the money is received through a refund or retirement. Since a member's current tax liability may change if the member chooses to join the new contributory program, members are encouraged to discuss the pros and cons of choosing this option.

An election form must be completed and submitted to Human Resources. The original form should be submitted to APERS by your HR Insurance Specialist at least two weeks prior to the effective date. The effective date will always be the first payroll of the effective month.

The APERS has been conducting Retirement Seminars around the state. Those scheduled over the new several weeks are:

June 28	9 a.m. & 11 a.m.	Historic Arkansas Museum	Little Rock
July 12	2 p.m.	Stuttgart Public Library	Stuttgart
July 19	1 p.m.	Citizen Bank Annex	Batesville
Aug. 16	9 a.m. & 11 a.m.	Klipsch Auditorium	Hope

ADC CALENDAR



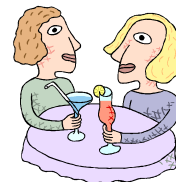
June 2005

- 14 Flag Day
- 19 Father's Day
- 21 First Day of Summer



July 2005

- 4 Independence Day



August 2005

- 7 Friendship Day

Prepare for the new school year

ADC Advocate Employee Newsletter

ADC Mission Statement

- *To provide public service by carrying out the mandates of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To provide programs to strengthen the work ethic.*
- *To provide opportunities for spiritual, mental and physical growth.*



The *ADC Advocate* newsletter is published monthly by the Public Information Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

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